

SUMMARY ACTION MINUTES

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

July 9, 2020, 11:00 A.M.



COMMISSION ROOM, FIRST FLOOR
333 W. Santa Ana Blvd.
Santa Ana, California

MICHAEL REYNOLDS
Chair

DR. KERRY REYNOLDS
Vice Chair

AMY BUCH
Commissioner

TANYA DOBY
Commissioner

M. FAREED FARUKHI
Commissioner

MIKE HAMEL
Commissioner

JANY LEE
Commissioner

JO-ANNE P. MATSUBA
Commissioner

ADEY NYAMATHI
Commissioner

RABBI RICK STEINBERG
Commissioner

JENNIFER S. WANG
Commissioner

ATTENDANCE: Commissioners Buch, Doby, Hamel, Lee, Matsuba, Nyamathi, K. Reynolds, M. Reynolds, Steinberg and Wang (All Commissioners participated via zoom)

ABSENT: Commissioner Farukhi

PRESENT: EXECUTIVE DIRECTOR Norma Lopez (participated via zoom)
CLERK OF THE COMMISSION Jamie Ross & Dora Guillen, Deputy Clerks (participated via zoom)

The Orange County Human Relations Commission is an independent advisory body, and our positions do not necessarily reflect the positions of the County of Orange Board of Supervisors.

1. Call the Meeting to Order
MEETING CALLED TO ORDER AT 11:02 A.M. BY CHAIR M. REYNOLDS; THE CLERK CALLED ROLL AND CONFIRMED A QUORUM
2. Opening quote/reflection
CHAIR M. REYNOLDS OPENED MEETING WITH QUOTE FROM JESUS CHRIST AND MAHATMA GHANDI

SUMMARY ACTION MINUTES

3. Welcome new Commissioner Tanya Doby
INTRODUCTION BY CHAIR M. REYNOLDS
4. Monthly Summary of Commission Activities
PRESENTED

OPEN FORUM

David Duran – Oral Re.: Funding of Sheriff and how County spends money.

Pat Davis – Oral Re.: Appreciates Norma Lopez and Joyce Sanchez and all Commission staff.; Commission approved statement from last meeting; OCSD Deputy with insignia on vest.

Felicity – Oral Re.: Welcomed new Commissioner Tanya Doby; speaker at today’s meeting and content of training; reallocation of County funds to address issues of mental health, domestic violence.

ACTION ITEMS: (None)

DISCUSSION ITEMS: (Item 5)

5. Discuss proposed forthcoming modifications to the Commission support contract with the OC Human Relations Council
C.O. **DISCUSSED; REQUESTED CLERK TO AGENDIZE ITEM FOR 8/13/20, MEETING REGARDING DISCUSSION AND APPROVAL NORMA LOPEZ’S JOB TITLE**

HEARING/SPEAKER/PRESENTATION: (Item 6)

6. Signature Leadership partnership opportunity
PRESENTED BY DR. JOHN DANLEY
C.O. **COMMISSIONERS REQUESTED A PROPOSAL FROM DR. DANLEY**

INFORMATION ITEMS: (Items 7 - 10)

7. Discuss next steps to Commission Action Plan
PRESENTED
8. Anti-Hate Campaign ad hoc update
PRESENTED
9. Update from OC Chiefs and Sheriff
PRESENTED
10. OCSD Interfaith Council update
PRESENTED

ANNOUNCEMENTS FROM COMMISSIONERS

Chair M. Reynolds – Oral Re.: Exciting time to be serving on Commission.

AGENDA BUILDING

None

SUMMARY ACTION MINUTES

ADJOURNED: 12:10 P.M.

*** KEY ***

Left Margin Notes

1 Amy Buch	A = Abstained
2 Tanya Doby	X = Excused
3 M. Fareed Farukhi	
4 Mike Hamel	N = No
5 Jany Lee	C.O. = Commission Order
6 Jo-Anne P. Matsuba	
7 Adey Nyamathi	Reso = Resolution
8 Dr. Kerry Reynolds	Ord = Ordinance
9 Mike Reynolds	
10 Rabbi Rick Steinberg	
11 Jennifer S. Wang	

(1st number = Moved by; 2nd number = Seconded by)

/s/

MICHAEL REYNOLDS

Chair

/s/

Jamie Ross, Deputy
Clerk of the Commission



Orange County Human Relations Commission

1300 S. Grand Ave. Bldg. B, Santa Ana, CA 92705 | P: 714-480-2801

Commissioners

Michael Reynolds, Chair
Dr. Kerry Reynolds, Vice Chair
Amy Buch
Dr. Adey Nyamathi
Fareed Farukhi
Jany Lee
Jennifer S. Wang
Jo-Anne P. Matsuba
Chief Mike Hamel
Rabbi Rick Steinberg
Tanya Doby

DATE: Thursday, July 9, 2020

LOCATION: Zoom Conference Call

TIME: 11:00

AGENDA

1. Call the Meeting to Order	Michael Reynolds
2. Opening Quote/Reflection	Michael Reynolds
3. Welcome new Commissioner – Tanya Doby	Michael Reynolds
4. Overview of Monthly Summary of Commission Activities	Jennifer S. Wang

OPEN FORUM: *Members of the Public may address the Commission on human relations issues*

ACTION ITEM(S)

No Action Items

DISCUSSION ITEM(S)

5. Discuss proposed forthcoming modifications to the Commission support contract with the OC Human Relations Council	Michael Reynolds
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HEARING/SPEAKER/PRESENTATION

6. Signature Leadership Partnership Opportunity	Dr. John H. Danley Jr.
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INFORMATIONAL ITEM(S)

7. Discuss next steps to Commission Action Plan	Michael Reynolds
8. Anti-Hate Campaign Ad-Hoc Update	Rabbi Rick Steinberg
9. Update from OC Chiefs and Sheriff	Chief Mike Hamel
10. OCSD Interfaith Council Update	Rabbi Rick Steinberg
11. Announcements from Commissioners	All Commissioners
12. Adjourn Commission Meeting	Michael Reynolds

MISSION: *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes.*

New Commissioner Bio

Tanya Doby joined the Los Alamitos City Council in January 2020 and was appointed to the Human Relations Committee in June of 2020.

Mrs. Doby has a Bachelor of Arts from California State University Long Beach, in Speech Communication. She currently owns and operates an apparel brokerage, The Anchored Rose Print Shop and provides HR Consulting. Prior to being a consultant and small business owner, she was an HR Generalist for the YMCA or Greater Long Beach. She has over 15 years Human Resource experience and specializes in Employee Relations and Trainings. She will be a great asset in community relations and community building via open dialogue and communication.

She serves in several volunteer capacities at the elementary school level as well as the school district level. She was also a faithful and dedicated Parks, Recreation and Cultural Arts Commissioner, having served 3 years before being appointed to the Council.

Mrs. Doby has been a resident of Los Alamitos for the past seven years and with her husband, Josiah, is raising her two children. Justus (11) and Sage (7) who both attend school at the local elementary.?

Tanya firmly believes in the culture and wonder that true diversity offers and is excited to do her part to help us grow!



Orange County Human Relations Commission

MISSION: Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes

MONTHLY SUMMARY OF ACTIVITIES: JUNE 2020 (End of Fiscal Year)

FY JUL 19 - JUN 20 Commission Activities Matrix			
CONTRACT ACTIVITY	Goal	To-Date	Met/Unmet
A. Monthly HRC meetings	12	12	Met
B. HRC Annual Report	1	1	Met
C. Police-Community Reconciliation cases	20	36	Met
D. Community-Police Meetings	4	4	Met
E. Chief's Advisory Boards & Sherriff's Interfaith Council	8	15	Met
F. Community Outreach & Relationship Building meetings	40	150	Met
G. Police/Diverse Community Dialogues	2	1	Unmet
H. Hate Crime Report & Network Meeting	1	3	Met
I. Support to hate crime victims	8	59	Met
J. Outreach efforts (speeches, presentations, etc.)	10	22	Met
K. Community training on intergroup relations topics	4	6	Met
L. Annual Awards program	1	0	Unmet
M. Participate in community-based/outreach symposiums	2	2	Met

UNMET ACTIVITIES

- Police/Diverse Community Dialogues: Due to COVID-19, Tustin PD decided to delay planned police-youth dialogue for Spring 2020. Currently, Commission staff is planning a community-wide dialogue with Tustin PD that will be offered in the Summer.
- Annual Awards Program: Due to COVID-19, the annual awards event was cancelled this year.

Police-Community Relations

- Commission staff facilitated a community meeting between Huntington Beach PD and Huntington Beach High School students to discuss current community tensions.
- Commission staff led a dialogue circle for the Sheriff's Interfaith Council with approximately 40 interfaith leaders.

Intergroup Relations & Relationship Building

- **Hate-motivated incidents, Community Conflict, & Crisis Response/Meetings**
 - A total of 12 hate-motivated events reported this month (0 Hate Crimes & 12 Hate Incidents).
 - Commission staff has responded to approximately 5 different requests for crisis response workshops, dialogues and processing circles this month.

OC Human Relations Council

Proposed Contract Modifications

BACKGROUND:

Proposed contract modifications will allow OC Human Relations Council (OCHRC) to focus on the core and critical activities and continue to provide the valuable services and resources identified by the Commission. Like most other Advisory Councils/Commissions within the County of Orange, county employees are tasked and provide administrative oversight and handle the associated clerical type functions.

ADMINISTRATIVE OVERSIGHT OVERVIEW:

- OC Community Services Director and staff to oversee and provide oversight to the Commission including, but not limited to, Brown Act compliance, County practices and procedures and ensure Commission activities are aligned with the approved Bylaws.
- Coordinate and draft monthly meeting agendas with input from the Commission Chair.
- Track Commissioner meeting attendance.
- Process and coordinate Commissioner appointments, City Selection Committee appointments, resignations, and other related paperwork required by the Clerk of the Board.
- Attend monthly Commission meetings and provide routine administrative support such as organize Commission activities/matters that require input/direction from other County Departments, provide County updates to the Commission as necessary and follow-up on Commission directives.
- Coordinate the release of statements, press releases, the Hate Crime reports, and other reports requested by the Commission according to the Commission Bylaws.
- Follow-up on Commissions decisions and directives.
- Track Commission events and Commission positions taken on issues and ensure that all Commission events are included in the Approved County Event List.
- Track and monitor contracted activities with the OC Human Relations Council.

TIMELINE:

- Discussion at Commission Meeting (July)
- County/OCHRC Contract Negotiations (July-August)
- Board of Supervisor's Approval (September)
- Contract start date: October 1, 2020



June 29, 2020

Ms. Norma Lopez
Orange County Human Relations Commission
1300 S. Grand Avenue, Building B
Santa Ana, California 92705

Dear Norma,

Thank you for considering a partnership with Signature Leadership. I have provided information below which summarizes who we are and the services can we provide to law enforcement officers in our community.

Purpose:

Since the beginning of 2020, the entire world has been impacted by many challenges surrounding COVID-19 and trying to understand our new norms regarding social distancing, high unemployment relating to the virus and implementing a safe plan to have people return back to work. We are all trying to understand the impact of George Floyd, Rayshard Brooks, Botham Jean, Trayvon Martin, Tamir Rice, Michael Brown, Eric Garner, Philando Castile, Sandra Bland, Breonna Taylor and other related deaths causing significant unrest in our communities fear and anxiety.

While appropriate laws and policies are important, we believe that police officers' mindsets are vital to performing their jobs. Understanding this, providing an avenue for them to communicate their thoughts and feelings of what they may be experiencing in their personal life, upbringing or within the workplace is critical. This can open the door to resolving issues that require change in how the community needs are addressed and policing is performed equitably.

Transforming our thinking increases the success of a robust action plan because the way we think impacts the way we act which in turn drives behaviors that ensure the laws and policies are upheld in a just manner. This requires continuous monitoring, mentorship and coaching and this is where Signature Leadership can assist and support our police officers in becoming more effective and open to changes while bringing our community together.

About Signature Leadership:

Signature Leadership's purpose is to create value for organizations that require execution know-how and assist and support them in becoming more successful. We work with our clients to figure out the right solutions to become the best in what they do within their workspace. We are a unique company with capabilities in continuous improvement, transformational thinking, and executive coaching. Our services provide a confidential approach through which your officers can explore their talents, strengths, and further their ultimate purpose.

Our coaching plans are customized to each individual because we feel everyone has different strengths and talents. Our methods and techniques are designed to provide clients an external outlet to discuss issues or situations openly while working on actions to resolve issues impacting their productivity and performance.

Our program also supports leaders in achieving professional and personal success, as well as long-term success for their organization(s). While leaders are the experts on their respective careers, our role as Executive Coach is to, in partnership with leaders' direct reports, draw out their expertise through inquiry, curiosity and gentle challenges. In addition, we help leaders to stretch into their best selves through self-observation exercises, behavioral practices, and strength tools. We are attentive to leaders' physical, emotional, cognitive, and spiritual state and help them focus on their presence, behavior and how they portray themselves.

About Dr. John H. Danley, Jr:

I am an accomplished Senior Executive and Thought Leader with demonstrated success in building and leading large teams who work cohesively for the benefit of their respective organizations. Leveraging extensive experience in strategic planning has allowed me to execute in a variety of industries as this skillset is universal. My broad areas of expertise include turnarounds, change management, transformation, talent development, team building, executive coaching, risk and profit & loss management.

Signature Leadership offers a customizable program that can be the action plan to support our police and communities. This plan will address today's challenging environment, and I am confident that we can assist both our police departments and our communities in transforming from fear and anxiety to a community of reconciliation, harmony, and trust.

I would be honored to present an action plan at your next meeting, and I look forward to hearing from you.

Sincerely,

Dr. John H. Danley, Jr.

This document does not represent an official county position and has not been approved or endorsed by the County of Orange or the Orange County Board of Supervisors.

ORANGE COUNTY HUMAN RELATIONS COMMISSION

COMMISSIONERS

MICHAEL REYNOLDS,
Chair

DR. KERRY REYNOLDS,
Vice Chair

AMY BUCH

M. FAREED FARUKHI

CHIEF MIKE HAMEL

JANY LEE

JO-ANN P. MATSUBA

DR. ADELINE NYAMATHI

RABBI RICK STEINBERG

JENNIFER S. WANG

ORANGE COUNTY HUMAN RELATIONS COMMISSION **ACTION PLAN**

In response to the tragic death of George Floyd and to address current tensions among various groups in Orange County, the Orange County Human Relations Commission will:

1. Host quarterly dialogues among community members.
 - Once per quarter meetings, commissioners will volunteer to moderate the meetings at a church, a mosque, a community center, just to moderate a listening and/or dialogue session.
 - Rotate commissioners to act as moderators.
 - Rotate groups that will be listening to and moderating.
 - Law Enforcement officials and their staff members of particular locations will be invited to each quarterly meeting.
 - Leverage partnership with Orange County Interfaith Network, Interfaith Taskforce and other stakeholders in the community.
 - Meet your fellow commissioners – June or July meeting, each commissioner will spend approximately 5 minutes talking about their perspective and why they joined this Commission.
2. Develop educational curricula that will reduce the potential for interpersonal tension.
 - Currently, there is commission anti-hate campaign proposal that has been submitted to the Board of Supervisors.
3. Expand, where possible, education and training sessions in partnership with law enforcement and the community.
 - Council already does 4-6 hours per year of cultural sensitivity training for law enforcement.
 - Implicit bias training, to increase awareness of and to reduce the impact of subliminal and subconscious bias in decision-making.
 - Rotations and listening sessions.
 - Highly-rated by law enforcement.
 - Positive dialog between law enforcement and communities whose members are often subject to stereotyping.
 - Community Police academies throughout the County, which allow members of the community and law enforcement to learn more about each other. Expand this model throughout the County.